

# APPENDIX E

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Annie Pratt – HR Business Partner (Building on the assessment completed by Jeff Walls – Group Manager 28/02/18 and Geoff Howsego on 06/08/18).
<b>Directorate:</b>	Fire and Rescue Service
<b>Date of Completion:</b>	09 December 2018

### Name of Policy/Strategy/Service/Function Proposal

**Combined Fire Authority Transition Plan Phase Three**

### The Aims, Objectives and Expected Outcomes:

#### Aim

Pending approval from both the Hampshire Fire and Rescue Authority (HFRA) and Isle of Wight Council (IWC) on 24<sup>th</sup> January 2019, the project aims to prepare a submission to the Home Office for a decision by the Secretary of State on the proposed creation of a new Combined Fire Authority for Hampshire and the Isle of Wight Fire Services.

The project aims to design and deliver a detailed transition plan on behalf of Hampshire Fire and Rescue Authority (HFRA) and Isle of Wight Council (IWC) to enable the implementation of the combination of HFRS and IWFRS under a new CFA, should the decision be approved by the Authorities and Home Office.

The transition plan will be used to implement both the ‘transactional change’ and ‘business change’ activities required to enable the creation of a new legal entity on 1<sup>st</sup> April 2020, ensuring the delivery of our core business and statutory services are maintained and to enable the benefits of the new CFA for our people, our services and the wider population of Hampshire and the Isle of Wight.

#### Objective(s)

To prepare a submission to the Home Office detailing the future vision for the CFA; options appraisal; future benefits; challenges; financial appraisal and our approach to managing the change.

To work with functional leads to design fully resourced and costed transition plans for each business area, including: Human Resources (Organisational Change, Policy and Reward,

Casework, Occupational Health, Workforce Development); Organisational Design; Legal; Finance; Payroll; Recruitment; Pensions; Procurement; Operations; ICT; Admin and General Services; Data Protection; Freedom of Information; Complaints; Comms and Media; Inclusion and Diversity; Insurance; Estates; Maintenance and Governance.

To work with functional leads to manage business readiness for each service area including: communications plan; stakeholder engagement plan; change management plan including impact assessments, planning, preparation, delivery and embedding for any changes to ways of working by the new CFA during the transition phase three. The business readiness will also include plans for a further phase four, recognising that following the legal transfer of staff there will be a period of time where new systems will be introduced, as well as working through cultural differences and creating and embedding new ways of working.

### **Expected Outcomes**

The submission to the Home Office will be used by the Secretary of State to make the final decision on whether to proceed with the proposal to create a new CFA.

There will be a resourced and costed transition plan for each business area which will be used to manage the required changes, should a decision be to proceed with the proposal to form a new CFA by the Authorities and subsequently the Home Office.

There will be business readiness plans for each functional area to ensure that where changes (including changes to ways of working) are deemed to have an impact on protected characteristics, that these are planned and managed for accordingly.

## Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?

### No

The new CFA is not considered to adversely impact any specific group, therefore targeted engagement on equality and diversity was not sought. However there was significant engagement activity during the course of the public consultation period, including public focus groups, where the aim was to reach diverse groups across Hampshire and the Isle of Wight. Copies of the public consultation information pack and questionnaire were made available online and distributed to all libraries across Hampshire and the Isle of Wight. The responses that were received did not highlight any groups who felt that they would be affected more than any other group. During the course of the consultation, the project team have continued to meet with unions and representative bodies, seeking their views on the proposals. No specific equalities issues were raised during these engagement meetings.

A set of jointly agreed principles have been established with the Rep Bodies and Trade Unions to guide our ways of working in the next phase of the CFA prior to combination. The purpose of the principles is to ensure there is no adverse effect on staff or our communities as a direct result of the new CFA.

Should the proposals be agreed, an internal and external communications and engagement strategy will be developed for the next phase. This will include a set of staff engagement sessions for both Hampshire and the Isle of Wight shortly after the decision. The aim of these sessions is to ensure staff are updated and aware of the next steps for the CFA project in the lead up to combination as well as the opportunity to gather their views and discuss any concerns they may have relating to the CFA. Should any issues be raised, these will be taken forward for discussion at monthly Rep Body and Trade Union meetings to ensure queries are addressed and mitigated in forward plans. Prior to the legal transfer, a formal staff consultation will commence which will outline the areas affecting staff, providing them the opportunity for feedback on the proposals.

<p>Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations</p>	<p><b>Yes</b></p>
<p>Do different groups of people within the local community have different needs or experiences in the area this issue relates to?</p>	<p><b>Yes</b></p>
<p>Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?</p>	<p><b>No</b></p>
<p>Will the proposal have a significant effect on how services or a council function/s is/are delivered?</p>	<p><b>Yes</b> Should the decision be to proceed with the CFA, a new legal entity will be created. Staff, property and assets will be transferred from the IWFRS and HFRS into the new CFA. The impact will mean that the IWC are no longer accountable for the IWFRS and the responsibility of delivering functions such as HR, Procurement, Legal, Payroll etc will be transferred to the new CFA. The principle to maintain the existing partnership between HFRS and Hampshire County Council to deliver these services will be adopted by the new CFA.</p>
<p>Will the proposal have a significant effect on how other organisations operate?</p>	<p><b>Yes</b> The Shared Services Partnership between HFRS and Hampshire County Council will need to increase capacity to support the additional FTE within the new CFA.</p>
<p>Does the proposal involve a significant commitment of resources?</p>	<p><b>Yes</b></p>

Does the proposal relate to an area where there are known inequalities?	<b>No</b>
<p>If you answer <b>Yes</b> to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer <b>No</b> to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p> <p>*This will change should Members want to progress to public consultation and a full business case.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			<b>X</b>	<p>Age: children, youth and older people. On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different negative or positive impact on a specific age group.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>
Disability			<b>X</b>	<p>Disability (consider impact on different disabilities, including physical, sensory and learning disabilities, mental ill health and Specific Learning Difficulties): On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on an individual or a group with disabilities.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>
Gender Reassignment			<b>X</b>	<p>Gender and transgender (e.g. different effects on men and women): On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on a specific gender or transgender.</p>

				The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.
Marriage & Civil Partnership			<b>X</b>	<p>Marriage and Civil Partnership: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact individuals who may be married or in a civil partnership.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>
Pregnancy & Maternity			<b>X</b>	<p>Pregnancy and Maternity: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact individuals who are pregnant, on maternity/paternity leave.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>
Race			<b>X</b>	<p>Race (including Gypsies and Travellers) and nationality: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on different Race, Nationalities, the Gypsies or Traveller communities.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>
Religion / Belief			<b>X</b>	<p>Religion / Belief: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on a particular faith or culture.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>
Sex (male / female)			<b>X</b>	<p>Gender and transgender (e.g. different effects on men and women): On review of the outcomes of the public focus groups and consultation, there is</p>

				<p>no evidence that the proposed change in governance would have a different positive or negative impact on a specific gender or transgender.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>
Sexual Orientation			X	<p>Sexual Orientation: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on a particular sexual orientation.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i>	
<ol style="list-style-type: none"> <li>1. The new CFA would establish different governance arrangements that encompass a wider geographical area. Such an arrangement would provide a unified governance and leadership body, focussing on public safety, ensuring greater equity of provision of Fire and Rescue Services to the residents of both Hampshire and the Isle of Wight.</li> <li>2. There would be a single point for decision making with the ability of all constituent authorities to influence and make collective decisions on strategic planning matters. A CFA would see an increased level of capacity and resilience available to all areas of its operational delivery, able to reduce duplication of work and support effective continuous improvement for the benefit of all the communities within the geographical areas of Hampshire and the Isle of Wight.</li> <li>3. There would new options for improved public safety through the joining-up of the activities of the community safety and business fire safety departments across both services, due to the capability gained by bringing two Services together.</li> <li>4. Being able to utilise firefighters, specialist capabilities and professional support staff, to deliver the full range of activities across a new CFA would help reduce the risk of fire and other emergencies. If a new combination order is issued, it would also help drive service improvements across all areas:</li> </ol>	

- IWFRS would benefit from the extensive support structures currently in place across HFRS.
- Each Service would benefit from increased shared learning and the use of existing expertise.
- HFRS would benefit from IWFRS experience in running an effective road safety programme and partnership working within the locality arrangements on the island.
- A CFA would enable the services to gather a single view of information and intelligence across Hampshire and the Isle of Wight areas to assist with risk identification and effective utilisation of resources.
- Combination would mean that there are collective approaches, systems, processes and procedures, that would build upon all the great work already undertaken to support communities.
- There would be an increased ability to respond flexibly and quickly to the needs of communities.
- There would be greater career opportunities available for staff to develop and progress within a larger organisation and work across wider geographical areas.

### Evidence Considered During Screening

Report to Full Council and Hampshire Fire and Rescue Authority (published on 8<sup>th</sup> January 2019)  
 Public Consultation Document  
 Public Consultation Findings  
 Public Focus Group Results

Head of Service Sign off:	Geoff Howsego – Director of Strategic Change (HFRS & IWFRS)
Advice sought from Legal Services (Name)	Paul Hodgson (Hampshire Fire and Rescue) Helen Miles (Isle of Wight Council)
Date	09/12/2018

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

### Stage 2 Full Equality Impact Assessment

<b>Assessor(s)Name(s):</b>	Annie Pratt – HR Business Partner (Building on the assessments completed by Jeff Walls – Group Manager – 28/02/18 and Geoff Howsego – Director of Strategic Change - 06/08/2018).
<b>Directorate:</b>	Fire and Rescue Service

<b>Date of Completion:</b>	09 December 2018
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<b>Name of Policy/Strategy/Service/Function Proposal</b>
<b>Consultation on the Creation of a New Combined Fire Authority</b>

**The Aims, Objectives and Expected Outcomes:**

**Aim (s)**

Pending approval from both the Hampshire Fire and Rescue Authority (HFRA) and Isle of Wight Council (IWC) on 24<sup>th</sup> January 2019, the project aims to prepare a submission to the Home Office for a decision by the Secretary of State on the proposed created of a new Combined Fire Authority (CFA) for Hampshire and the Isle of Wight Fire Services.

The project aims to design and deliver a detailed transition plan on behalf of Hampshire Fire and Rescue Authority (HFRA) and Isle of Wight Council (IWC) to enable the implementation of the combination of HFRS and IWFRS under a new CFA.

The transition plan will be used to implement both the ‘transactional change’ and ‘business change’ activities required to enable the creation of a new legal entity on 1<sup>st</sup> April 2020, ensuring the delivery of our core business and statutory services are maintained and to enable the benefits of the new CFA for our people, our services and the wider population of Hampshire and the Isle of Wight.

**Objective(s)**

To prepare a submission to the Home Office detailing the future vision for the CFA; options appraisal; future benefits; challenges; financial appraisal and our approach to managing the change.

To work with functional leads to design fully resourced and costed transition plans for each business area, including: Human Resources (Organisational Change, Policy and Reward, Casework, Occupational Health, Workforce Development); Organisational Design; Legal; Finance; Payroll; Recruitment; Pensions; Procurement; Operations; ICT; Admin and General Services; Data Protection; Freedom of Information; Complaints; Comms and Media; Inclusion and Diversity; Insurance; Estates; Maintenance and Governance.

To work with functional leads to manage business readiness for each service area including: communications plan; stakeholder engagement plan; change management plan including impact assessments, planning, preparation, delivery and embedding for any changes to ways of working by the new CFA during the transition phase three. The business readiness will also include plans for a further phase four, recognising that following the legal transfer of staff there will be a period of time where new systems will be introduced, as well as working through cultural differences and creating and embedding new ways of working.

### **Expected Outcomes**

It should be noted that a new CFA will not make changes to frontline services as part of the proposals. Both Fire and Rescue services will continue to work effectively in their communities. As part of a new CFA these services will be further enhanced, with the sharing of resources, knowledge and expertise, leading to greater efficiency, effectiveness and public safety increasing the resilience of our Fire and Rescue Services to be able to respond to incidents and support our communities.

The submission to the Home Office will be used by the Secretary of State to make the final decision on whether to proceed with the proposal to create a new CFA.

There will be a resourced and costed transition plan for each business area which will be used to manage the required changes, should a decision be to proceed with the proposal to form a new CFA by the Authorities and subsequently the Home Office.

There will be business readiness plans for each functional area to ensure that where changes (including changes to ways of working) are deemed to have an impact on protected characteristics, that these are planned and managed for accordingly.

This is a proposal for changed council service.

### **Scope of the Equality Impact Assessment**

This Equality Impact Assessment (EIA) currently considers the work carried out to complete a submission to the Home Office, should Members of both Authorities approve the decision to proceed on 24<sup>th</sup> January 2019.

This EIA also considers the work required to complete a transition plan and business change plan to enable the combination of Hampshire and the Isle of Wight Fire Services into a new CFA. It is envisaged, that this EIA should be re-scoped as progress is made throughout phase three of the project.

### **Analysis and assessment**

As noted above this EIA accompanies a submission document. This report will be submitted to the Home Office which will include the future vision for the CFA; options appraisal; future benefits; challenges; financial appraisal; findings from our public consultation and our approach to managing the change. This will enable an informed decision to be made as whether to proceed with the proposal to create a new CFA or not.

The public consultation sought feedback to understand whether there could be an impact on Hampshire or Isle of Wight residents who are captured within any of the nine protected characteristics, analysis from the findings has identified that during the transition phase three there are no impacts.

## Recommendations

The completion of a submission to the Home Office and detailed transition and business readiness plans have no impact on any of Hampshire or the Isle of Wight's population captured within the nine protected characteristics of the Equality Act 2010. It is the recommendation of this assessment that the submission to the Home Office and subsequent transition and business readiness plans are progressed.

It is further recommended that this EIA is reviewed during the transition phase three of the project.

## Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	<p>Age: children, youth and older people. On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different negative or positive impact on a specific age group.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>There are no plans to change the way the operations of either the Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be created. If Service Response times were to change, this could have an impact on children and older persons, whose mobility may be reduced, due to their age. However, on the basis that the services will not change</p>	Neutral impact	<p>Both Fire and Rescue services will continue to work effectively in their communities to support vulnerable individuals, including children and older persons. As part of a new CFA these services will be further enhanced, with the sharing of resources, knowledge and expertise, leading to greater efficiency, effectiveness and public safety increasing the resilience of our Fire and Rescue Services to be able to respond to incidents and</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Disability	Disability (consider impact on different disabilities, including physical, sensory and learning	<p>the operational delivery models, a new CFA is not likely to have an adverse impact on people across all age groups.</p> <p>There are also no plans to change the roles of our Firefighters or reduce our workforce as a result of a new CFA. If this was a risk, it could be argued that older members of the workforce who have been in their roles for a significant time have less experience of completing application forms and attending interviews. However as the CFA is not planning to change our workforce establishment, and therefore will not require staff to reapply for their roles, this is not considered to be an issue.</p> <p>There are no plans to change the way the operations of either the</p>	Neutral impact	support our communities.
				Both Fire and Rescue services will continue to work effectively in their

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>disabilities, mental ill health and Specific Learning Difficulties): On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on an individual or a group with disabilities.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be created. If Service Response times were to change, this could have an impact on persons with a Disability whose mobility may be reduced due to their Disability. However, on the basis that the services will not change the operational delivery models, a new CFA is not likely to have an adverse impact on people with a Disability.</p>		<p>communities to support vulnerable individuals, including persons with Disabilities. As part of a new CFA these services will be further enhanced, with the sharing of resources, knowledge and expertise, leading to greater efficiency, effectiveness and public safety increasing the resilience of our Fire and Rescue Services to be able to respond to incidents and support our communities.</p>
Gender Reassignment	<p>Gender and transgender (e.g. different effects on men and women): On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on a specific gender or</p>	<p>There are no plans to change the way the operations of either the Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be created. Specific gender or transgender persons are</p>	Neutral impact	<p>A new CFA would mean that there are collective approaches, systems, processes and procedures, that would build upon all the great work already undertaken to support communities, including those of specific gender or transgender persons.</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>transgender.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>not currently impacted by the operations of our Fire Services, and this is therefore not expected to change under a new CFA.</p>		
<p>Marriage &amp; Civil Partnership</p>	<p>Marriage and Civil Partnership: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact individuals who may be married or in a civil partnership.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>There are no plans to change the way the operations of either the Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be created. Individuals who may be married or in a civil partnership are not currently impacted by the operations of our Fire Services, and this is therefore not expected to change under a new CFA.</p>	<p>Neutral impact</p>	<p>A new CFA would mean there will be the increased ability to respond flexibly and quickly to the needs of communities, including individuals who may be married or in a civil partnership.</p>
<p>Pregnancy &amp; Maternity</p>	<p>Pregnancy and Maternity: On review of the outcomes of the public focus groups and</p>	<p>There are no plans to change the way the operations of either the</p>	<p>Neutral impact</p>	<p>A new CFA would mean that there are collective approaches, systems,</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact individuals who are pregnant, on maternity/paternity leave.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be created. Individuals who may be pregnant or on maternity / paternity leave are not currently impacted by the operations of our Fire Services, and this is therefore not expected to change under a new CFA.</p>		<p>processes and procedures, that would build upon all the great work already undertaken to support communities, including those individuals who may be pregnant or on maternity / paternity leave.</p>
Race	<p>Race (including Gypsies and Travellers) and nationality: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on different Race, Nationalities, the Gypsies or Traveller communities.</p> <p>The EIA will continue to be updated during the transition</p>	<p>There are no plans to change the way the operations of either the Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be created. People within the Gypsy or Traveller community, of a particular Race or Nationality are not currently impacted by the operations of our Fire Services, and this is</p>	Neutral impact	<p>Both Fire and Rescue services will continue to work effectively in their communities to support people within the Gypsy or Traveller community, of a particular Race or Nationality. As part of a new CFA these services will be further enhanced, with the sharing of resources, knowledge and expertise, leading to greater efficiency, effectiveness and public safety increasing the resilience of our Fire and</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>therefore not expected to change under a new CFA.</p>		<p>Rescue Services to be able to respond to incidents and support our communities.</p>
<p>Religion / Belief</p>	<p>Religion / Belief: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on a particular faith or culture.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>There are no plans to change the way the operations of either the Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be created. People of a particular faith or culture are not currently impacted by the operations of our Fire Services, and this is therefore not expected to change under a new CFA.</p>	<p>Neutral impact</p>	<p>Both Fire and Rescue services will continue to work effectively in their communities to support individuals of all particular faiths or culture. As part of a new CFA these services will be further enhanced, with the sharing of resources, knowledge and expertise, leading to greater efficiency, effectiveness and public safety increasing the resilience of our Fire and Rescue Services to be able to respond to incidents and support our communities.</p>
<p>Sex (male or female)</p>	<p>Gender and transgender (e.g. different effects on men and women): On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a</p>	<p>There are no plans to change the way the operations of either the Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be</p>	<p>Neutral impact</p>	<p>Both Fire and Rescue services will continue to work effectively in their communities to support people of a particular sex. As part of a new CFA these services will be further enhanced, with the sharing of</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>different positive or negative impact on a specific gender or transgender.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>created. People of a particular sex are not currently impacted by the operations of our Fire Services, and this is therefore not expected to change under a new CFA.</p>		<p>resources, knowledge and expertise, leading to greater efficiency, effectiveness and public safety increasing the resilience of our Fire and Rescue Services to be able to respond to incidents and support our communities.</p>
Sexual Orientation	<p>Sexual Orientation: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on a particular sexual orientation.</p> <p>The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>There are no plans to change the way the operations of either the Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be created. People of a particular sexual orientation are not currently impacted by the operations of our Fire Services, and this is therefore not expected to change under a new CFA.</p>	Neutral impact	<p>A new CFA would mean that there are collective approaches, systems, processes and procedures, that would build upon all the great work already undertaken to support communities, including people of a particular sexual orientation.</p>
HR & Workforce	The public consultation findings and focus groups	No. The impacts are perceived; the CFA is not	This is considered a low impact and therefore not	Further communications and engagement to both staff and

<p><b>Area of impact</b></p>	<p><b>Is there evidence of negative positive or no impact?</b></p>	<p><b>Could this lead to adverse impact and if so why?</b></p>	<p><b>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?</b></p>	<p><b>Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)</b></p>
<p>issues</p>	<p>highlighted concerns from the public and staff about a perceived and assumed reduction in headcount; a reduction in health and wellbeing and a possible increase in workplace stress.</p>	<p>proposing to reduce headcount as a direct result of the combination, this is therefore not considered a risk.</p>	<p>likely to have an adverse impact on the workforce.</p>	<p>the public about the impact of the changes on both the workforce and to the public, will help to ensure the perception of the impacts of the CFA are managed.</p>
<p>Human Rights implications if relevant</p>	<p>Human Rights: On review of the outcomes of the public focus groups and consultation, there is no evidence that the proposed change in governance would have a different positive or negative impact on a people's Human Rights.  The EIA will continue to be updated during the transition phase three of the project to ensure any changes to the initial impact assessment are planned and managed.</p>	<p>There are no plans to change the way the operations of either the Isle of Wight Fire and Rescue Service or Hampshire Fire and Rescue Service operate, should a new CFA be created. People's Human Rights are not currently impacted by the operations of our Fire Services, and this is therefore not expected to change under a new CFA.</p>	<p>Neutral impact.</p>	<p>Both Fire and Rescue services will continue to work effectively in their communities. As part of a new CFA these services will be further enhanced, with the sharing of resources, knowledge and expertise, leading to greater efficiency, effectiveness and public safety increasing the resilience of our Fire and Rescue Services to be able to respond to incidents and support our communities. A new CFA will therefore ensure people's Human Rights are not impacted by the operations of our Fire Services.</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff				

Summary	
<b>Date of Assessment:</b>	09 December 2018
<b>Signed off by Head of Service/Director</b>	Geoff Howsego – Director of Strategic Change (HFRS/IWFRS)
<b>Review date</b>	
<b>Date published</b>	16 January 2019

<b>Publishing checklist</b>	<b>Yes</b>	<b>No</b>
<ul style="list-style-type: none"> <li>• <i>Plain English – will your EIA make sense to the public?</i></li> <li>• <i>Acronyms – check you have explained any specialist names or terminology</i></li> <li>• <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i></li> <li>• <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i></li> <li>• <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i></li> <li>• <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i></li> <li>• <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i></li> <li>• <i>Review have you included a review date and a named person to carry it out?</i></li> <li>• <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i></li> <li>• <i>Signing off – has your Head of Service/Director signed off your EIA?</i></li> <li>• <i>Basics – have you signed and dated your EIA and named it for publishing?</i></li> <li>• <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website</i></li> </ul>		